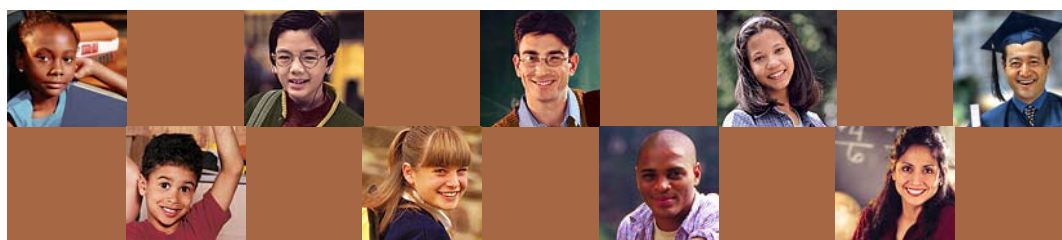


the condition of education 2005



INDICATOR 32

Faculty Salary, Benefits, and Total Compensation

The indicator and corresponding tables are taken directly from *The Condition of Education 2005*. Therefore, the page numbers may not be sequential.

Additional information about the survey data and supplementary notes can be found in the full report. For a copy of *The Condition of Education 2005*, visit the NCES website (<http://nces.ed.gov/pubsearch/pubsinfo.sap?pubid=2005094>) or contact ED PUBs at 1-877-4ED-PUBS.

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Faculty and Staff

Faculty Salary, Benefits, and Total Compensation

Average inflation-adjusted salaries for full-time instructional faculty increased 8 percent from 1987–88 to 2002–03. Faculty at private 4-year doctoral universities earned more and received more in benefits than faculty at other types of institutions.

The average salary, adjusted for inflation, for full-time instructional faculty decreased during the late 1970s and increased to recover these losses by the late 1980s. The average salary remained relatively stable over the next decade and then increased from the late 1990s. In 2002–03, the average salary for full-time instructional faculty was \$62,800, about \$4,400 more than the salary in 1987–88.

Average salaries were higher in 2002–03 than in 1987–88 for faculty in each academic rank except for the “no rank” category. The increase was greatest for instructors, whose average salary increased by 27 percent. The average salary increased at most types of institutions, ranging from a low of 1 percent at 2-year institutions to a high of 12 percent at doctoral universities; it also increased more at private than at public institutions (see supplemental table 32-1).

Faculty earned the most, on average, at private 4-year doctoral universities. In 2002–03, the average salary for full-time instructional faculty at private 4-year doctoral universities was \$82,500, about \$9,700 more than the average salary at public

4-year doctoral universities and from \$23,600 to \$47,500 more than at other types of institutions.

Fringe benefits for faculty have increased proportionately more than salaries. In 2002–03, full-time instructional faculty received benefits averaging \$15,500, a 34 percent increase since 1987–88, compared with an 8 percent increase in average salary. As with salaries, faculty in private 4-year doctoral institutions received more in benefits, on average, than their colleagues in other types of institutions. Full-time instructional faculty across all institutions received a total compensation package (salary and benefits) averaging \$78,300 in 2002–03, about \$8,300 more than they had received in 1987–88. About half of this increase is due to salary increases and half to benefit increases.

From 1987–88 to 2002–03, the share of full-time instructional faculty on 11- or 12-month contracts increased from 14 to 17 percent; however, their average salary and benefits increased less than those of faculty on 9- or 10-month contracts (4 vs. 8 percent for salaries and 19 vs. 37 percent for benefits) (see supplemental table 32-2).

¹ Total compensation is the sum of salary and fringe benefits. Salary does not include outside income. Fringe benefits may include, for example, retirement plans, medical/dental plans, group life insurance, other insurance benefits, guaranteed disability income protection, tuition plans (dependent only), housing plans, Social Security taxes, unemployment compensation, worker's compensation, or other benefits.

NOTE: Full-time instructional faculty on less-than-9-month contracts were excluded. In 2002–03, there were about 3,500 of these faculty, accounting for less than 1 percent of all full-time instructional faculty at degree-granting institutions. Salaries, benefits, and compensation were in constant 2002–03 dollars, which were adjusted by the Consumer Price Index (CPI) from the Bureau of Labor Statistics and rounded to the nearest 100. Detail may not sum to totals because of rounding. See supplemental note 8 for more information on types of institutions.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1977–78 and 1982–83 Higher Education General Information Survey (HEGIS), “Faculty Salaries, Tenure, and Fringe Benefits Survey,” 1987–88, 1992–93, and 1997–98 Integrated Postsecondary Education Data System, “Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey” (IPEDS-SA:87–98) and “Completions Survey” (IPEDS-C:87–98), and IPEDS, winter 2002–03, previously unpublished tabulation (December 2004).

FOR MORE INFORMATION:

Supplemental Notes 8, 9
Supplemental Tables 32-1,
32-2



FACULTY SALARIES: Average salaries of full-time instructional faculty at degree-granting institutions by academic rank and type of institution, average fringe benefits, and total compensation: Selected academic years, 1977–78 to 2002–03

| Compensation, salary, and benefits ¹ | [In constant 2002–03 dollars] | | | | | | Percent change 1987–88 to 2002–03 |
|---|-------------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|---|
| | 1977–78 | 1982–83 | 1987–88 | 1992–93 | 1997–98 | 2002–03 | |
| Total compensation | \$66,600 | \$63,100 | \$70,000 | \$72,700 | \$73,500 | \$78,300 | 11.9 |
| Salary | 57,000 | 52,100 | 58,400 | 59,000 | 59,700 | 62,800 | 7.5 |
| Academic rank | | | | | | | |
| Professor | 77,000 | 68,600 | 76,800 | 77,900 | 79,300 | 86,100 | 12.1 |
| Associate professor | 58,000 | 51,800 | 57,500 | 58,100 | 58,600 | 62,800 | 9.2 |
| Assistant professor | 47,400 | 42,300 | 47,400 | 48,200 | 48,400 | 52,800 | 11.4 |
| Instructor | 38,300 | 34,100 | 37,200 | 37,800 | 38,100 | 47,300 | 27.2 |
| Lecturer | 44,200 | 38,500 | 42,500 | 40,300 | 40,900 | 43,700 | 2.8 |
| No rank | 52,100 | 46,600 | 49,600 | 48,100 | 49,000 | 46,500 | -6.3 |
| Type of institution | | | | | | | |
| Doctoral universities | 64,600 | 59,400 | 67,500 | 68,600 | 70,800 | 75,500 | 11.9 |
| Master's colleges and universities | 55,700 | 50,300 | 56,400 | 55,100 | 56,000 | 57,800 | 2.5 |
| Other 4-year | 47,400 | 44,600 | 48,800 | 50,400 | 50,400 | 52,700 | 8.0 |
| 2-year | 52,200 | 46,800 | 50,600 | 49,300 | 50,100 | 51,000 | 0.8 |
| Fringe benefits | 9,600 | 11,000 | 11,600 | 13,700 | 13,800 | 15,500 | 33.6 |

Faculty Salaries, Benefits, and Total Compensation

Table 32-1. Total compensation, average salaries by academic rank and type of institution, fringe benefits by type of institution, and percentage distribution of full-time instructional faculty at degree-granting institutions: Selected academic years, 1977–78 to 2002–03

| [In constant 2002–03 dollars] | | | | | | | | | | | | | Percent change 1987–88 to |
|---|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|------------------------------------|
| Compensation, salary, and benefits¹ | 1977–78 | | 1982–83 | | 1987–88 | | 1992–93 | | 1997–98 | | 2002–03 | | 2002–03 |
| | Percent | Average | Percent | Average | Percent | Average | Percent | Average | Percent | Average | Percent | Average | |
| Total compensation | 100.0 | \$66,600 | 100.0 | \$63,100 | 100.0 | \$70,000 | 100.0 | \$72,700 | 100.0 | \$73,500 | 100.0 | \$78,300 | 11.9 |
| Salary | | | | | | | | | | | | | |
| All faculty | 100.0 | 57,000 | 100.0 | 52,100 | 100.0 | 58,400 | 100.0 | 59,000 | 100.0 | 59,700 | 100.0 | 62,800 | 7.5 |
| Professor | 24.1 | 77,000 | 28.0 | 68,600 | 30.2 | 76,800 | 30.8 | 77,900 | 30.9 | 79,300 | 28.2 | 86,100 | 12.1 |
| Associate professor | 24.3 | 58,000 | 24.7 | 51,800 | 24.5 | 57,500 | 23.7 | 58,100 | 24.0 | 58,600 | 21.9 | 62,800 | 9.2 |
| Assistant professor | 26.5 | 47,400 | 23.5 | 42,300 | 22.6 | 47,400 | 23.3 | 48,200 | 21.8 | 48,400 | 23.3 | 52,800 | 11.4 |
| Instructor | 8.7 | 38,300 | 6.7 | 34,100 | 5.8 | 37,200 | 5.6 | 37,800 | 5.4 | 38,100 | 15.6 | 47,300 | 27.2 |
| Lecturer | 1.5 | 44,200 | 1.5 | 38,500 | 1.8 | 42,500 | 2.0 | 40,300 | 2.3 | 40,900 | 3.3 | 43,700 | 2.8 |
| No rank | 14.9 | 52,100 | 15.5 | 46,600 | 15.1 | 49,600 | 14.6 | 48,100 | 15.6 | 49,000 | 7.7 | 46,500 | -6.3 |
| All institutions | 100.0 | 57,000 | 100.0 | 52,100 | 100.0 | 58,400 | 100.0 | 59,000 | 100.0 | 59,700 | 100.0 | 62,800 | 7.5 |
| Public 4-year doctoral universities | 27.3 | 64,200 | 27.8 | 58,600 | 27.8 | 66,500 | 30.5 | 66,500 | 28.1 | 68,500 | 28.6 | 72,800 | 9.5 |
| Private 4-year doctoral universities | 8.0 | 66,100 | 8.2 | 61,800 | 9.6 | 70,200 | 11.0 | 74,400 | 9.9 | 77,500 | 11.1 | 82,500 | 17.5 |
| Public 4-year master's colleges/universities | 22.5 | 56,900 | 21.9 | 51,300 | 20.9 | 58,000 | 17.7 | 56,500 | 18.3 | 56,800 | 16.7 | 58,900 | 1.6 |
| Private 4-year master's colleges/universities | 7.2 | 52,100 | 7.4 | 47,400 | 8.2 | 52,300 | 9.1 | 52,400 | 10.4 | 54,800 | 10.7 | 56,000 | 7.1 |
| Public other 4-year colleges | 3.0 | 53,600 | 3.0 | 49,100 | 3.4 | 55,800 | 2.6 | 52,300 | 2.4 | 52,800 | 2.5 | 56,200 | 0.7 |
| Private other 4-year colleges | 9.6 | 45,400 | 8.9 | 43,000 | 8.8 | 46,100 | 7.1 | 49,700 | 8.1 | 49,600 | 7.8 | 51,600 | 11.9 |
| Public 2-year colleges | 21.4 | 52,900 | 21.8 | 47,500 | 20.5 | 51,000 | 21.2 | 49,800 | 21.0 | 51,300 | 20.9 | 52,400 | 2.7 |
| Private 2-year colleges | 1.0 | 37,400 | 1.0 | 31,400 | 0.6 | 36,300 | 0.8 | 36,200 | 1.7 | 35,100 | 1.7 | 35,000 | -3.6 |
| Fringe benefits | | | | | | | | | | | | | |
| All institutions | 100.0 | 9,600 | 100.0 | 11,000 | 100.0 | 11,600 | 100.0 | 13,700 | 100.0 | 13,800 | 100.0 | 15,500 | 33.6 |
| Public 4-year doctoral universities | 27.3 | 10,600 | 27.8 | 12,300 | 27.8 | 13,900 | 30.5 | 15,300 | 28.1 | 15,600 | 28.6 | 17,300 | 24.5 |
| Private 4-year doctoral universities | 8.0 | 11,500 | 8.2 | 13,200 | 9.6 | 14,400 | 11.0 | 17,400 | 9.9 | 17,400 | 11.1 | 20,000 | 38.9 |
| Public 4-year master's colleges/universities | 22.5 | 9,800 | 21.9 | 11,400 | 20.9 | 12,300 | 17.7 | 14,400 | 18.3 | 13,400 | 16.7 | 15,000 | 22.0 |
| Private 4-year master's colleges/universities | 7.2 | 8,700 | 7.4 | 9,600 | 8.2 | 10,700 | 9.1 | 12,700 | 10.4 | 12,700 | 10.7 | 14,200 | 32.7 |
| Public other 4-year colleges | 3.0 | 9,200 | 3.0 | 10,100 | 3.4 | 9,300 | 2.6 | 12,000 | 2.4 | 11,800 | 2.5 | 15,200 | 63.4 |
| Private other 4-year colleges | 9.6 | 7,700 | 8.9 | 8,900 | 8.8 | 9,600 | 7.1 | 11,900 | 8.1 | 11,600 | 7.8 | 14,400 | 50.0 |
| Public 2-year colleges | 21.4 | 8,900 | 21.8 | 10,000 | 20.5 | 8,500 | 21.2 | 10,500 | 21.0 | 12,000 | 20.9 | 12,900 | 51.8 |
| Private 2-year colleges | 1.0 | 5,800 | 1.0 | 5,800 | 0.6 | 6,700 | 0.8 | 6,400 | 1.7 | 6,500 | 1.7 | 7,000 | 4.5 |

¹ Total compensation is the sum of salary and fringe benefits. Salary does not include outside income. Fringe benefits may include, for example, retirement plans, medical/dental plans, group life insurance, other insurance benefits, guaranteed disability income protection, tuition plans (dependent only), housing plans, Social Security taxes, unemployment compensation, worker's compensation, or other benefits.

NOTE: Full-time instructional faculty on less-than-9-month contracts were excluded. In 2002–03, there were about 3,500 of these faculty, accounting for less than 1 percent of all full-time instructional faculty at degree-granting institutions. Salaries, benefits, and compensation were in constant 2002–03 dollars, which were adjusted by the Consumer Price Index (CPI) from the Bureau of Labor Statistics and rounded to the nearest 100. Detail may not sum to totals because of rounding. Detail may not sum to totals because of rounding. See *supplemental note 3* for more information about the Integrated Postsecondary Education Data System (IPEDS). See *supplemental note 8* for more information about classifications of postsecondary institutions. See *supplemental note 9* for more information about financial measures.

SOURCE: U.S. Department of Education, 1977–78 and 1982–83 Higher Education General Information Survey (HEGIS), "Faculty Salaries, Tenure, and Fringe Benefits Survey," 1987–88, 1992–93, and 1997–98 Integrated Postsecondary Education Data System, "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey" (IPEDS-SA:87–98) and "Completions Survey" (IPEDS-C:87–98), and IPEDS, winter 2002–03, previously unpublished tabulation (December 2004).

Faculty Salaries, Benefits, and Total Compensation

Table 32-2. Total compensation, average salaries, fringe benefits, and percentage distribution of full-time instructional faculty at degree-granting institutions, by contract length: Selected academic years, 1977–78 to 2002–03

| [In constant 2002–03 dollars] | | | | | | | Percent change 1987–88 to 2002–03 |
|--|----------|----------|----------|----------|----------|----------|---|
| Compensation, salary, and benefits, and percentage distribution of faculty [†] | 1977–78 | 1982–83 | 1987–88 | 1992–93 | 1997–98 | 2002–03 | |
| Total compensation | | | | | | | |
| All faculty | \$66,600 | \$63,100 | \$70,000 | \$72,700 | \$73,500 | \$78,300 | 11.9 |
| Faculty on 9- or 10-month contracts | 65,000 | 61,800 | 68,400 | 71,000 | 72,300 | 76,900 | 12.4 |
| Faculty on 11- or 12-month contracts | 76,800 | 72,200 | 79,900 | 84,200 | 79,400 | 84,900 | 6.3 |
| Salary | | | | | | | |
| All faculty | 57,000 | 52,100 | 58,400 | 59,000 | 59,700 | 62,800 | 7.5 |
| Faculty on 9- or 10-month contracts | 55,500 | 50,900 | 57,000 | 57,600 | 58,600 | 61,300 | 7.5 |
| Faculty on 11- or 12-month contracts | 66,400 | 60,300 | 67,000 | 68,300 | 65,600 | 69,600 | 3.9 |
| Fringe benefits | | | | | | | |
| All faculty | 9,600 | 11,000 | 11,600 | 13,700 | 13,800 | 15,500 | 33.6 |
| Faculty on 9- or 10-month contracts | 9,500 | 10,900 | 11,400 | 13,400 | 13,700 | 15,600 | 36.8 |
| Faculty on 11- or 12-month contracts | 10,400 | 11,900 | 12,900 | 15,900 | 13,800 | 15,300 | 18.6 |
| Percentage distribution of faculty | | | | | | | |
| All faculty | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | † |
| Faculty on 9- or 10-month contracts | 86.5 | 87.0 | 86.5 | 87.2 | 84.5 | 82.6 | -4.5 |
| Faculty on 11- or 12-month contracts | 13.5 | 13.0 | 13.5 | 12.8 | 15.5 | 17.4 | 28.7 |

† Not applicable.

[†] Total compensation is the sum of salary and fringe benefits. Salary does not include outside income. Fringe benefits may include, for example, retirement plans, medical/dental plans, group life insurance, other insurance benefits, guaranteed disability income protection, tuition plans (dependent only), housing plans, Social Security taxes, unemployment compensation, worker's compensation, or other benefits.

NOTE: Full-time instructional faculty on less-than-9-month contracts were excluded. In 2002–03, there were about 3,500 of these faculty, accounting for less than 1 percent of all full-time instructional faculty at degree-granting institutions. Salaries, benefits, and compensation were in constant 2002–03 dollars, which were adjusted by the Consumer Price Index (CPI) from the Bureau of Labor Statistics and rounded to the nearest 100. Detail may not sum to totals because of rounding. See *supplemental note 3* for more information about the Integrated Postsecondary Education Data System (IPEDS). See *supplemental note 9* for more information about the Consumer Price Index (CPI).

SOURCE: U.S. Department of Education, 1977–78 and 1982–83 Higher Education General Information Survey (HEGIS), "Faculty Salaries, Tenure, and Fringe Benefits Survey," 1987–88, 1992–93, and 1997–98 Integrated Postsecondary Education Data System, "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey" (IPEDS-SA:87–98) and "Completions Survey" (IPEDS-C:87–98), and IPEDS, winter 2002–03, previously unpublished tabulation (December 2004).